

# Behavioral Health and Community Resources

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January 2022

# Behavioral health

## Defining key terms

- **Behavioral health** is an umbrella term for care that addresses any behavioral problems bearing on health, including mental health and substance use disorder conditions, stress-linked physical symptoms, patient activation, and health behaviors\*
- **Mental health** includes our emotional, psychological, and social well-being. It affects how we think, feel, and act. It also helps determine how we handle stress, relate to others, and make healthy choices.\*\*\* Mental health is important at every stage of life, from childhood and adolescence through adulthood.
- **Behavioral health** encompasses all contributions to mental wellness including use of substances, behaviors, habits, and other external forces
- **Addiction** is a treatable, chronic medical disease involving complex interactions among brain circuits, genetics, the environment, and an individual's life experiences. People with addiction use substances or engage in behaviors that become compulsive and often continue despite harmful consequences\*\*

\* Peek, CJ, and the National Integration Academy Council. Lexicon for behavioral health and primary care integration: AHRQ Publications No. 13-IP001-EE, Rockville, MD. Agency for Healthcare Research and Quality. 2013.

\*\* American Society of Addiction Medicine (ASAM). Definition of Addiction. American Society of Addiction Medicine. 2019.

\*\*\*National Center for Chronic Disease Prevention and Health Promotion, Division of Population Health, June 28, 2021.

# Prior to the pandemic 1 in 5 US adults experienced a behavioral health condition in a given year...

...now needs are evolving...

## 41%

Reported **anxiety** and **depression** in January 2021 compared to 11% in 2019<sup>1</sup>

## 12%

Of adults reported **new or increased use of substances to cope with the stress** of the pandemic<sup>2</sup>

## 47%

Of adults continue to report **negative mental health** impacts related to **worry** or **stress** from the pandemic<sup>3</sup>

## 53%

Of workers are experiencing **burnout**<sup>3</sup>

## ...and look different across groups

- **Black, indigenous, and people of color, women, and children** have been disproportionately impacted<sup>4</sup>
- Those with **existing mental health and chronic medical conditions** frequently experienced exacerbation of their conditions due to unmet need<sup>2</sup>
- **Social unrest, political disarray**, and the **spread of misinformation** have led to **stress** and **distrust** across groups<sup>5</sup>
- Concerns around **finances** and **job security** are often cited as primary stressors for workers<sup>6</sup>
- Some employees have been experiencing feelings of **loneliness** and **isolation** for extended periods of time<sup>7</sup>
- **Caregivers** have been uniquely impacted and **schools/back-up care** have been in-flux throughout the pandemic<sup>4</sup>

1-CDC | 2-KFF | 3-Indeed's Employee Burnout Report | 4-Mental Health America | 6-Barua et., al. 2020. Progress in Disaster Science | 7-Journal of Occupational and Environmental Medicine |

# Emerging issues for employers

- Increasing and exacerbated **underlying behavioral health concerns, symptoms, and diagnoses**, accompanied by increasing medical/behavioral complexity
- **Learned helplessness and decreasing locus of control** as COVID variants continue to emerge
- **Employee turnover** due to lack of supportive culture and adequate behavioral health support
- **Volatility and changes in work structure** imposing increased stress
- **Inflation of the cost of care** due to economical factors, increased need, and perpetuated supply/demand imbalance
- Evolving need for specialized resources focused on **substance use disorders, child & adolescent support** and for **younger generations within the workforce** due to decreased stigma
- Increasing **dependency on technology to augment traditional behavioral health supports**

Early data suggests that employees and their families will need behavioral health support on a long-term basis, so employers must position themselves to address macro forces that contribute to evolving expectations.

# From prevention to treatment to recovery



Emotional Wellbeing

Clinical Needs

Best practice program components cover  
the continuum of care



Prevention &  
Early  
Intervention

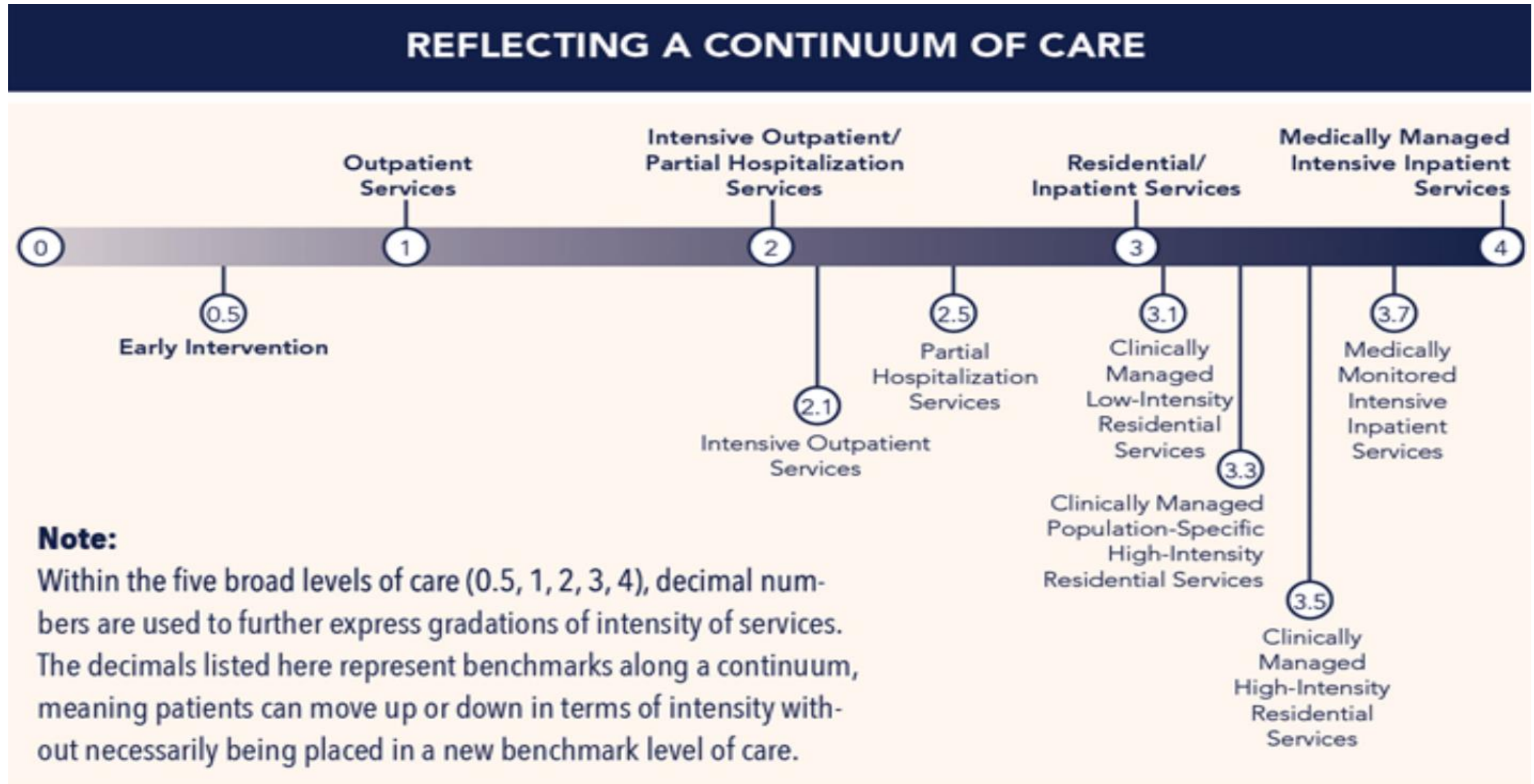
Treatment

Recovery

# Behavioral health provider types

Prescriptive Authority	Doctoral Prepared	Masters Prepared	Addictions Counselor	BH Supportive Services
<ul style="list-style-type: none"> <li>Psychiatrist is an MD/DO who specializes in psychiatric disorders with prescriptive authority</li> <li>Psychiatric nurse practitioners (ARNP) and physician assistants (PA) is a mid-level practitioner with prescriptive authority</li> <li>Primary Care Clinicians</li> </ul>	<ul style="list-style-type: none"> <li>Psychologists is a PhD/PsyD who specializes in psychological disorders</li> <li>No prescriptive authority, except for LA, NM, IL, IA, and ID</li> </ul>	<ul style="list-style-type: none"> <li>Licensed clinical social worker provides community resource coordination and/or mental health clinical services</li> <li>Licensed counselor (also marriage and family therapist) is a Masters-prepared professional who provides mental health clinical services</li> <li>No prescriptive authority</li> </ul>	<ul style="list-style-type: none"> <li>Educational level varies by state, provides education, support, and behavioral modification with the intention of full and sustained recovery from substance use disorder</li> <li>No prescriptive authority</li> </ul>	<ul style="list-style-type: none"> <li>Unlicensed- generally bachelor level prepared</li> <li>No prescriptive authority</li> <li>Examples: <ul style="list-style-type: none"> <li>Certified Peer Specialists</li> <li>Social workers</li> <li>Case Managers</li> <li>Pastoral counselors</li> </ul> </li> </ul>

# The continuum of behavioral health settings of care



# Behavioral health community resources

## National Alliance on Mental Illness (NAMI)

- The National Alliance on Mental Illness (NAMI) is the nation's largest grassroots mental health organization dedicated to building better lives for the millions of Americans affected by mental illness. This association has more than 500 local community affiliates that work to raise awareness and provide support and education that was not previously available to those in need. NAMI educates, advocates, listens, and leads.

<https://www.nami.org/Find-Support>



## Anxiety and Depression Association of America (ADAA)

- The Anxiety and Depression Association of America (ADAA) is an international nonprofit membership organization (with more than 1,800 professional mental health members) and a leader in education, training, and research for anxiety, depression and related disorders. More than 38 million people from around the world visit the ADAA website annually to find current treatment and research information and to access free resources and support.

<https://adaa.org/>





# Behavioral health community resources

## American Foundation for Suicide Prevention (AFSP)

- AFSP raises awareness, funds scientific research and provides resources and aid to those affected by suicide.

<https://afsp.org/our-work/>



## Schizophrenia and Related Disorders Alliance of America (SARDAA)

- SARDAA promotes hope and recovery through support programs, education, collaboration, and advocacy. The vision is that every person living with a schizophrenia-related brain disorder receives respect, appropriate treatment, and an opportunity to live a meaningful and satisfying life in a compassionate community free of discrimination.

<https://sardaa.org/>



## Depression and Bipolar Support Alliance (DBSA)

- DBSA educational materials help people with diagnoses and their loved ones to know what mood disorders are, and what can be done for treatment and management.

<https://www.dbsalliance.org/>



# Behavioral health community resources

## American Autism Association

- The American Autism Association is a not for profit organization dedicated to helping families and individuals affected by autism, while increasing awareness of the varied difficulties individuals with Autism Spectrum Disorder face. Our organization offers educational resources, personal support for families, and free of cost therapeutic athletic programs.

<https://www.autismspeaks.org/provider/american-autism-association>



## National Eating Disorders Association (NEDA)

- The National Eating Disorders Association (NEDA) is the largest nonprofit organization dedicated to supporting individuals and families affected by eating disorders. NEDA supports individuals and families affected by eating disorders, and serves as a catalyst for prevention, cures and access to quality care.

<https://www.nationaleatingdisorders.org/>



# Behavioral health community resources

## The Trevor Project

- The Trevor Project is the leading national organization providing crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender, queer & questioning youth.

<https://www.thetrevorproject.org/#sm.00014wdy3619emdctu9rjph6guisv>



## Mental Health America (MHA)

- Mental Health America (MHA) is the nation's leading community-based nonprofit dedicated to addressing the needs of those living with mental illness and to promoting the overall mental health of all Americans.

<https://www.mentalhealthamerica.net/who-we-are>



## The Trevor Project

- Provides education, information, suicide prevention, and crisis intervention for LGBTQ youth

<https://www.thetrevorproject.org/>



# Behavioral health community resources

## Shatter Proof™

- This is a national non-profit organization dedicated to ending the devastation addiction causes families. They have several programs, including: Addiction wellness at work, national treatment quality initiative, and family programs

<https://www.shatterproof.org/about>



## Alcoholics Anonymous (AA)

- 12 step program for people recovering from alcohol use disorder

<https://www.aa.org/>



## Narcotics Anonymous (NA)

- 12 step program for people recovering from drug use disorder

<https://www.na.org/>



# Behavioral health community resources

## Double Trouble in Recovery

- 12 step program for people managing both a substance use disorder and mental illness

[http://www.bhevolution.org/public/dtr\\_twelve\\_steps.page](http://www.bhevolution.org/public/dtr_twelve_steps.page)



## Self-Management and Recovery Training (SMART) Recovery

- Sobriety support group for people with a variety of addictions

<https://www.smartrecovery.org/>



## CheckUp & Choices

- Moderate drinking program focused on reducing alcohol and drug programs, but not requiring abstinence like AA and NA.

<https://checkupandchoices.com/about-us/>



# Behavioral health community resources

## Al-Anon

- Mutual support group for people whose lives have been affected by someone else's drinking  
<https://al-anon.org/newcomers/what-is-al-anon-and-alateen/>



## National Suicide Prevention Lifeline

- Provides support for people in distress, prevention, and crisis resources  
<https://suicidepreventionlifeline.org/>



## Substance Abuse and Mental Health Services Administration (SAMHSA) National Helpline

- Provides treatment referral and information services (in English and Spanish) for individuals and families facing mental health and/or substance use disorders  
<https://www.samhsa.gov/find-help/national-helpline>



## National Domestic Violence Hotline

- Provides essential tools and support to help survivors of domestic violence  
<https://www.thehotline.org/>





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